

## POSTDOC PROGRAMS INFO SHEET

	NPP	JPL	Caltech
Type of Badge	Affiliate	Employee	Affiliate
Immigration Eligibility	J1, EAD pending LPR, U.S. Citizen, Greencard	F1 with OPT, J1, H1B, EAD pending LPR, U.S. Citizen, Greencard	F1 with OPT, J1, H1B, EAD pending LPR, U.S. Citizen, Greencard
Benefits Start Date	First day of appointment	First of the month following start date	First of the month following start date
Funding	By NPP (1st & 2nd yr) Although advisors may self-fund using SMD funds. If so, need to account for at least 1st & 2nd year of postdoc.	Advisor & HR (relo only)	Advisor
Basic Cost for Postdoc	<p><b>Stipend, Relo Allowance, Travel Allowance, Health Insurance, Visa fees, Workers Comp Type, ORAU direct cost:</b></p> <p>Year 1 = \$74K – \$102K</p> <p>Year 2 = \$76K – \$90K</p> <p>Year 3 = \$78K – \$92K</p> <p><b><u>IMPORTANT:</u></b> Other JPL costs (i.e. chargebacks) not included. Rates above for postdoc only. Senior fellows are at a higher cost range.</p>	<p><b>Only Salary + Benefits (52% in FY12)</b> <b>DOES NOT include JPL Burdens:</b></p> <p>Year 1 = \$79k (based on base salary of \$52k)</p> <p>Year 2 = \$81k (based on base sal + \$1560 inc)</p> <p>Year 3 = \$84k (based on base sal + 2 x \$1560 increase)</p> <p><b><u>IMPORTANT:</u></b> Not total cost of postdoc. Rates above would only apply when using R&amp;TD type funds for freshouts not in scarce field &amp; no visa fees. NASA Direct Funds would require additional JPL burdens to be applied, which would significantly increase cost. The rate above also does not take into account any Secretarial or Group Supervisor tax.</p>	<p><b>Salary, Benefits (30%), &amp; Caltech Overhead (26%).</b> <b>DOES NOT include JPL G&amp;A burden.</b></p> <p>Year 1 = \$85k (based on base salary of \$52k)</p> <p>Year 2 = \$88k (based on base salary + \$1500 standard increase)</p> <p>Year 3 = \$90k (based on base salary + 2 x \$1500 standard increase)</p> <p><b><u>IMPORTANT:</u></b> Not total cost of postdoc. Rates above only reflect the amount to be placed on contract with Caltech. Rates above are for freshout not in scarce field, no visa fees, &amp; no relo allowance. Does not include chargebacks and JPL G&amp;A burden applicable to direct funds.</p>
Travel Allowance	\$8,000/yr	None (per advisor's discretion)	None (per advisor's discretion)
Travel Paperwork	TAR & TES. JPL Travel if using advisor funds.	JPL Travel Department	JPL Travel Department
Relocation Support	NPP covers relocation. (\$15k max)	JPL HR covers relocation.	Advisor covers relocation with own research funds. (\$15k max)

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Benefits Package	Blue Cross PPO No Dental Plan No Vision Plan	<u>Medical:</u> Kaiser, Blue Cross HMO, Blue Cross PPO <u>Dental:</u> Delta Dental, Safeguard Dental <u>Vision:</u> VSP and Kaiser	<u>Medical:</u> Kaiser, Blue Cross HMO, Blue Cross PPO <u>Dental:</u> Delta Dental PPO and Safeguard Dental <u>Vision:</u> Blue Cross HMO and PPO plans
Vacation	None accrued or earned. Time off requires advisor & Rowena's (NPP Center Rep) approval per NPP policy. <b>NASA has given a 13-day guideline limit</b>	Yes. Same as regular employees. Time off arranged with advisor and recorded on timecard. No approval needed from Rowena.	No more than 15 days for each 12 months of service. Cannot use vacation until after 6 months of service. Balance can roll over to next year but total cannot exceed 15 days. Time off arranged with advisor. Time off taken before the 6-month service maybe taken as unpaid time. Time Off exceeding 15 days will be considered Leave Of Absence. Postdocs must submit their time off into PODS: <a href="http://pods/">http://pods/</a>
Appointments	One year, up to 2 additional years. First 2 years typically covered by NPP. 3rd yr funded by Advisor.	One year, up to 2 additional years. No more than 3 years at JPL.	One year, up to 2 additional years. No more than 3 years at JPL.
Eligibility & Duration Policy	Regular fellows less than or equal to 5 yrs. Past Ph.D. Senior Fellows > 5 yrs. past Ph.D & experts in their field.  Cannot exceed 3 years as postdoc at JPL in one or combination of programs.	Cannot exceed 5 yrs past Ph.D.  Cannot exceed 3 years as postdoc at JPL in one or combination of programs.	Cannot exceed 5 yrs past Ph.D.  Cannot exceed 3 years as postdoc at JPL in one or combination of programs.
Application	Deadlines: Nov 1, Mar 1, Jul 1	Year-round	Year-round
Selection	Candidates go through JPL advisor & ORAU peer review (takes about 2 months from application deadline). JPL OCS makes final decision. Total turnaround time frame of about 3 months from application deadline.	Selection made by advisor and designated selection committee.	Selection made by advisor and designated selection committee.

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PI/Co- Policy	Postdoc appointees will not be named managers or Principal investigators on grants or contracts. However, co-investigator status will be permissible if it does not entail commitment of Laboratory resources. Status as a co-investigator does not imply or create an institutional relationship beyond the end of the postdoc appointment. Accordingly, a postdoc's co-investigator status normally will terminate at the end of the postdoc's appointment.	Postdoc appointees will not be named managers or Principal investigators on grants or contracts. However, co-investigator status will be permissible if it does not entail commitment of Laboratory resources. Status as a co-investigator does not imply or create an institutional relationship beyond the end of the postdoc appointment. Accordingly, a postdoc's co-investigator status normally will terminate at the end of the postdoc's appointment.	Postdoc appointees will not be named managers or Principal investigators on grants or contracts. However, co-investigator status will be permissible if it does not entail commitment of Laboratory resources. Status as a co-investigator does not imply or create an institutional relationship beyond the end of the postdoc appointment. Accordingly, a postdoc's co-investigator status normally will terminate at the end of the postdoc's appointment.
Advisors Eligibility	<p>Submits application to line org &amp; OCS to be approved, but must be:</p> <p>Recognized experts Actively publishing and writing successful proposals Funded by SMD Knowledgeable about JPL Can mentor</p>	<p>No application is submitted to be approved advisor but expectation is:</p> <p>Recognized experts Actively publishing and writing successful proposals Have funding to support postdoc for at least one year. Knowledgeable about JPL Can mentor</p>	<p>No application is submitted to be approved advisor but expectation is:</p> <p>Recognized experts Actively publishing and writing successful proposals Have funding to support postdoc for at least one year. Knowledgeable about JPL Can mentor</p>